

PRECEPTORSHIP PROGRAM TO THE ACHIEVEMENT OF NEW NURSING COMPETENCY: SYSTEMATIC REVIEW

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Abstract: Introduction: This paper presented a preceptorship program for the achievement of new nurse competencies. The nurse is one of the professions in the world of health. As a service profession must be professional, so nurses must have competencies that meet the standards of nursing practice. New nurses face difficulties / problems when entering the workforce. The problem is related to the main tasks and functions that must be done. Main duties and functions include lack of confidence in giving nursing care, inability to make decisions in critical moments, minimal clinical knowledge, dependence on senior nurses in performing tasks, relationships with colleagues, stress with work environment and communication problems with the doctor. Methods: The literature searches were conducted in several major databases such as proquest, sciencedirect, doaj, sagepub, medline, and google scholar with time limits used from January 2008 to December 2018. Results: A total of fifteen studies raised in this study, the same is how to implement preceptorship in improving the competence of new nurses in each population. From the fifteen researchers chose respondents at random. Conclusion: Preceptorship guidance methods can guide new nurses when entering new work environments, develop confidence and help solve problems encountered during orientation.

1 BACKGROUND

Nurses are one of the professions in the world of health. As a profession, of course, the services must be professional, so nurses must have competencies that meet the standards of nursing practice. In performing the actions nurses will collaborate between professions to provide services to patients, as well as attention to ethical codes and moral professions so that people receive quality nursing services and care (Dermawan, 2012)

New graduates face difficulties / problems when entering the workforce (Douglas, 1992). The problem is related to the main tasks and functions (tupoksi) that must be done so that affect the performance (Proulx&Boucier, 2008). The results of Proulx&Boucier (2008) study in Maftukhah (2017) addressed the problems of new nurses during work during the trainees related to tupoksi such as lack of confidence in providing nursing care, inability to make critical decisions, lack of clinical knowledge, senior nurses in performing tasks, relationships with colleagues, stressors with work environment and communication problems with doctors.

Having a new nurse featuring professional performance is highly expected by every hospital. The new nurse is a nurse who is entering a new experience that was not previously experienced. The first few months are a challenging and stressful time for new nurses (Saragih, 2011). The new nurse needs a process of adaptation and a guidance program from the hospital. This program is very helpful for new nurses to master the functions and responsibilities of their work so they feel satisfied to his profession, as quoted by Steward (2006) that satisfaction will prevent new nurses from leaving the organization.

Several studies of the relevance of new nurses' abilities relate to different hospital orientation programs. The result of Harianja 2014 study of orientation program has an effect on the improvement of new nurse competence and influence to the improvement of performance. Steward 2000 says that through an orientation program bring new prawat get new experience. The new nurse will obtain information, guidance, and skill mastery. This guidance program will help new nurses master their job functions and

responsibilities.

The most common approach taken by health organizations in assisting new nurses is the preceptorship program. Program preceptorship is used as a tool of socialization and orientation. Model preceptorship as one of the methods of staff recruitment. Access to organizational knowledge and clinical practice can be predicted by new nurses, so discussions between preceptor and preceptee are needed to provide current practice in clinical settings in the hope that the preceptee will have the same capability as the preceptor (Nursalam, 2008). Preceptor is a nurse who teaches, provides guidance, can inspire colleagues, role models, and support the growth and development of individuals (trainees) for a period of time with the objective of socializing trainees in their new roles (Nursalam, 2008).

The results of a study of preceptee perceptions that the preceptorship program is highly valued by the preceptee (85%). Preceptor plays a positive role in terms of reducing stress, preceptorship has a positive impact on deep preceptee dalam hal pengembangan keterampilan komunikasi, keterampilan klinik, peran, pengembangan pribadi dan profesional (Marks-Maran et al., 2013). Preceptorship sangat membantu dalam proses transisi atau kesempatan untuk meningkatkan kompetensi keterampilan perawat baru dalam mempersiapkan mereka memasuki dunia kerja dengan aman (Gould-johnson, 2015). Preceptorship dapat meningkatkan kompetensi, menambah pengalaman belajar, memberikan tantangan bagi individu, dan meningkatkan tekhnikal dan teori (Kantar, 2012).

Anik Maftukhah (2017) melakukan penelitian dengan judul program orientasi perawat baru berbasis kompetensi mengacu pada akreditasi rumah sakit versi 2012. Hasil dari penelitian ini yaitu kompetensi interpersonal 3,58;3,80;3,89 artinya kompeten. Kompetensi teknik 2,74;2,92;2,89 dan kompetensi berpikir kritis 2,89;2,83;3,19 artinya kompeten membutuhkan supervisi.

(Saragih, 2011) melakukan penelitian dengan judul hubungan program *preceptorship* dan karakteristik perawat dengan proses adaptasi perawat baru di PKSC, RSB, dan RSPI. Hasil dari penelitian ini yaitu variabel berhubungan dengan proses adaptasi dimana nilai $p < 0,05$ adalah *self efficacy*, lama kerja dan konflik.

Pelatihan *preceptorship* untuk meningkatkan adaptasi perawat baru di RS. Hasil dari penelitian ini yaitu secara statistik menunjukkan kemampuan adaptasi perawat baru pada kelompok intervensi

lebih meningkat secara bermakna dibandingkan kelompok kontrol.

Beberapa penelitian diatas menunjukkan bahwa program *preceptorship* sangat membantu dalam proses transisi atau kesempatan untuk meningkatkan kompetensi keterampilan perawat baru dalam mempersiapkan mereka memasuki dunia kerja dengan aman. Berdasarkan penelitian di *the University of Newcastle* pada perawat baru mengaku stres dalam beradaptasi yaitu komunikasi yang kurang dengan tim kesehatan dalam pekerjaan barunya.

2 METHOD

Design

The research design used in this research is quasy experiment. The design of this study was divided into treatment groups and control groups. stematic review is used to review published journals about the preceptorship program on achieving new nurse competencies.

The population in this study were all new nurses. The sample in this study that met the inclusion criteria was a new nurse who worked <one year.

Study Type

This systematic review uses inclusion criteria which use quantitative methods to evaluate outcomes from the implementation of the *preceptorship* program.

Intervention Type

Methods of implementation of pre-existing *preceptorship* programs include: Performed by preceptor / CE to guide the new nurse.

Covers quasi-experimental methods, observations, checklists, in-depth interviews and directed discussions, implementation of preceptorship programs with *pre test* and *post test*.

Search Literature Strategy

The strategy in searching the literature used is to search in proquest, sciencedirect, doaj, sagedpub, medline, and google scholar with the time limit used is January 2008 to December 2018. By using keywords preceptorship, new nurse competence.

Quality Study Assessment Method

Study quality study method used to examine the data of research results using 2 stages of validity (validity), reliability (keajegan) and Applicability (applicable).

How to Data Extraction

To compare between the journals already obtained then the data is extracted by using author and year of publication, design, research objectives,

population, intervention, method of implementation
and outcome to be achieved.

Data Synthesis

The synthesis of data using data from the extraction of journals that have been done then dilakukan inference.

3 RESULTS

Program preceptorship to the achievement of new nurse competence during the current orientation of many factors influenced among others is the new nurse's competence Inpatient room, individual factors nurses and factors from outside ie the organization in this case is the Hospital. The competence of new nurse supervisors during the orientation period must be competent according to the standard of hospital competence. Specifically, a preceptorship program is needed to improve the competence of nurses. From the results of research that has been done to get the result that after the method of guidance in the preceptorship, there will be an increase in quality in implementing competence or in the improvement of nursing skills. In the systematic review of this research, the results obtained are:

a. Characteristics of Respondents

Respondents of the implementation of preceptorship in the four journals are nurses, nursing students who will graduate, Nurse Fresh Graduate, pediatric nurse.

b. Implementation of preceptorship methods

Preceptorship is one of the guiding motions for learning and teaching that uses nurses as role models to assist an individual in self-development, skills improvement and to help develop a nursing care plan that has been made. The implementation of the preceptorship model reviewed in this research journal is carried out at least within 1 month of nurses is guided by preceptorship method by preceptor / CE that has been appointed then will be seen the impact of the implementation of preceptorship method to increase the competence of new nurses during the orientation period to one year.

c. Advantages and Disadvantages of Journal

Research The obtained journal is a search result by limiting the preceptorship on the new nurse. The journal obtained has a population of executing nurses or fresh graduates (Fresh Graduate). Of the 5 journals that are obtained are also less specific for each implementation of preceptorship using various methods. Should the implementation of coaching have a standard or criteria yang ingin achieved and measuring instruments used clearly. Critical

Appraisal Quality The study was conducted by the author himself so that the results obtained still depend on the subjectivity of the author.

4 DISCUSSION

The preceptorship program includes orientation, classroom learning, professional transition sessions, clinical / rotational learning exchanges, individual preceptor evaluation / orientation / clinical guidance (Yonge *et al.*, 2013). The ratio used is a formal one-to-one relationship between a preceptor and a new nurse (preceptee) who is assigned to assist the new nurse in order to adapt and play her new role (CNA, 2004).

This relationship is evaluative and hierarchical, which involves a lot of time and aims to improve professional functions for the more junior and professional quality of service monitoring (Dilworth *et al.*, 2013). Thus the preceptorship can be summed up as a part of the function guidance that serves to improve performance, daily tasks and competencies to improve the quality of nursing services.

Preceptorship has a purpose

1. Macro that involves the development of nurses in berorganisasi. Preceptorship is used as a socialization and orientation so that the discussion between preceptor and preceptee will have the same capability as the preceptor.
2. Micro is helping the transition from learning to the practitioner, reducing the impact as reality shock and facilitating the individual to develop from the new environment encountered.

5 CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Compliance of professional officers (nurses) is the extent to which the behavior of a nurse in accordance with provisions that have been given the leadership of nurses or the hospital (Niven, 2002).

Nurses as one of the health workers in the hospital plays an important role in efforts to achieve goals and objectives of the organizational unit. The performance of the nurse is actually the same as the work achievement in the company. Nurses want to measure their performance based on objective standards that are open and can be communicated. If nurses are noticed and rewarded until the award is superior, they will be more motivated to achieve

achievement at a higher level (Faizin and Winarsih, 2008).

Recommendation

The hospital can develop a preceptorship program that focuses on new nurses so as to evaluate the competence of new nurses during the three-month orientation period, six months to one year by making improvements, the nurse must maintain a quality competence and improve nurse performance in accordance with agreed standards.

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